(c) Against the reservation for 'Freedom Fighters' in the grant of petroleum products dealerships, selection is made only from amongst Freedom Fighters; the applications of those who are not empanelled are deemed to have been rejected. In this manner, 117 applications were rejected.

Export of petroleum products

2551. SHRI KALPNATH RAI : Will the Minister of PETROLEUM AND NATURAL GAS be pleased to state :

(a) whether any petroleum products are exported from India; and

(b) if so, what are the details thereof and the amount of foreign exchange earned from these exports ?

THE MINISTER OF STATE IN THE MINISTRY OF PETROLEUM AND NATURAL GAS (SHRI BRAHM DUTT) : (a) Yes, Sir.

(b) The details of the Petroleum products exported during 1984-85 and 1985-86 are given below :

Qty. : '000' Tonnes
Value : Rs./Crores.

Products	1984-85		1985-86*	
	Qty.	Value	Qty.	Value
1. Naphtha	612	167	1796	449
2. H.S.D./L.D.O	71	24	66	23
3. F.O./L.S.H.S	170	34	14	4
Others	80	30	83	32
Total	933	255	1959	508

*Provisional

Off-shore drilling for oil in sea beds other than Bombay High

2552. SHRI KALPNATH RAI : Will the Minister of PETROLEUM AND NATURAL GAS be pleased to state :

(a) whether apart from Bombay-High the possibilities of off-shore drilling for oil have been explored in other sea-beds of India also;

(b) if so, what are the details thereof; and

(c) the oil potential available therein ?

THE MINISTER OF STATE IN THE MINISTRY OF PETROLEUM AND NATURAL GAS (SHRI BRAHM DUTT) : (a) and (b) Yes, Sir. Exploratory drilling is continuing in off-shore parts of Kutch-Saurashtra, Kerala-Konkan, Andaman, Bengal, Krishna-Godavari, Cauvery & Mahanadi NEC basins.

As on 1-1-1986, the geological reserves of oil in the above off-shor basins were estimated at about 53 million tonnes.

Services of foreign oil companies

2553. SHRI KALPNATH RAI : Will the Minister of PETROLEUM AND NATURAL GAS be pleased to state :

(a) whether the services of any foreign oil companies are being utilised in oil exploration work in India; and

(b) if so, what are the details of the same ?

THE MINISTER OF STATE IN THE MINISTRY OF PETROLEUM AND NATURAL GAS (SHRI BRAHM DUTT) : (a) and (b) No foreign oil companies are at present engaged in exploration work in India. However, Services of foreign service companies are

utilised by the ONGC and Oil India Limited for various exploratory operations such as seismic surveys (processing of data), drilling, allied services, etc. from time to time as per their requirements.

Development of unique work culture by Maruti worker/management relations

2554. SHRIMATI RENUKA CHOWDHURY : Will the Minister of INDUSTRY be pleased to state :

(a) whether Maruti have developed a unique work-culture and if so, full details thereof and the gains made in productivity and labour/worker/management relations as reported in the Economic Times of 9th October, 1986;

(b) whether Government propose to introduce similar work-culture in other public sector undertakings and for this purpose propose to put the top management in charge of SCOPE and BPE at the earliest; and

(c) whether his Ministry also propose to adopt this Work-culture and know-how and extend it to all its subordinate offices ?

THE MINISTER OF STATE IN THE DEPARTMENT OF PUBLIC ENTERPRISES IN THE MINISTRY OF INDUSTRY (PROF. K. K. TEWARY) : (a) Maruti Udyog Ltd. has developed a work-culture emphasising professionalism, efficiency, productivity and creating team working. The main elements of the work-culture of Maruti are given in the enclosed statement (*See* below) :

(b) Each Public Sector Undertaking adopts a work-culture according to its own circumstances and requirements.

(c) No, Sir.

Statement

1. Efforts to treat all employees equally and to uphold the dignity of the individual. Practices instituted towards this ideal include :

—common uniform for all including the Chief Executive.

—all employees eat the same food in the same canteen.

—common transport from home to factory.

—common offices—open space same space for all, no separate cabins for managers.

—common toilets

—company's personnel policies try to minimise differentiation among different levels of employees.

2. Management practices what they preach. The same rules apply to all. Thus even top management members have to punch time-cards on arrival everyday, observe the same lunch hours etc.

3. Participative management and emphasis on information sharing with all. Decisions are taken after wide ranging discussions.

For example a Sahyog Samiti, representing employees from all levels and across all functional areas has been constituted. This provides a forum in which policies and plans which may affect all employees are discussed before a decision is taken on them. Consultations with the Union on a regular basis.

Quality circles have been introduced and 800-1000 suggestions are introduced and received every month from about 2700 employees. One third of these are implemented.

4. Making employees feel that the Company cares for them

—Opportunities for fast growth for capable persons.

—simplification of procedures for availing of medical reimbursement, personal loans, transport reimbursement etc.

—colleagues give a hand on occasions such as widdings, birth of children bereavements etc.